

IT IS THEREFORE ORDERED THAT:

- (1) *UPS' Motion in Limine to Exclude Character Evidence Regarding Randy Flowers* [Doc. No. 85] is **GRANTED** as described herein;
- (2) *UPS Motion in Limine to Exclude Testimony Regarding Confederate Flag at Randy Flowers' Personal Residence* [Doc. No. 86] is **GRANTED**;
- (3) *UPS' Motion in Limine to Exclude Testimony Regarding Alleged Harassment Because of Dan Smelser's Leave Under the FMLA* [Doc. No. 88] is taken under advisement;
- (4) *UPS' Motion in Limine to Exclude Testimony Regarding Alleged Discriminatory Statements or Feelings Towards Hispanics* [Doc. No. 89] is **GRANTED IN PART** and **DENIED IN PART** as described herein;
- (5) *UPS' Motion in Limine to Exclude Testimony Regarding Alleged Discriminatory Statements Made By Randy Flowers* [Doc. No. 87] is **GRANTED IN PART** and **DENIED IN PART** as described herein; and
- (6) *Plaintiffs' Motion in Limine* [Doc. No. 93] is **DENIED**.


UNITED STATES DISTRICT JUDGE